

PARENTAL LEAVE DATA ANALYSIS

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What is Parental Leave?

- Parental leave is a policy or provision that allows individuals to take time off from work to care for their newborn, newly adopted, or fostered child, or to care for a sick child or family member. It is a form of leave specifically designed to support employees in their roles as parents or caregivers.
- It is of 2 types: **Maternity Leave & Paternity Leave**



Objective

- We have been provided with a crowdsourced parental leave data from 1,601 companies across different industries, including paid/unpaid maternity and paternity leave weeks.
- Using this dataset we have to generate useful insights like which companies offer most parental leave, difference between maternity & paternity leave, distribution of leave and any noticeable differences between them.

Data source: <https://www.kaggle.com/datasets/shilongzhuang/things-we-do-for-family-some-bald-guy>



Methodology

- Cleaning of the data so that the final data is comprehensible.
- Understanding which fields to use for our purpose.
- Performing necessary calculations using SUM, COUNTIF, Sorting functions.
- Creating Pivot tables as per our needs.
- Creating dashboard for easy understanding of the entire analysis.



Data Dictionary

FIELD	DESCRIPTION
Company	Company name
Industry	Company Industry & sub-industry (Industry: Sub-industry)
Paid Maternity Leave	Paid weeks off from work for mothers after the birth of their child
Unpaid Maternity Leave	Unpaid weeks off from work for mothers after the birth of their child
Paid Paternity Leave	Paid weeks off from work for fathers after the birth of their child
Unpaid Paternity Leave	Unpaid weeks off from work for fathers after the birth of their child
NOTE: This is user-reported data. Where users report conflicting information, consensus numbers (if any) or the median are shown. “N/A” means no information has been reported.	



Goals & KPIs

- Goal 1: To determine which companies offer the most parental leave.
- Goal 2: To determine the difference between the maternity and paternity leaves offered.
- Goal 3: To determine the distribution of parental leaves.
- Goal 4: To determine any noticeable difference between industries.

Concepts used:

- SUM, COUNTIF, Sorting, Percentage
- Pivot Tables
- Charts



1. Which companies offer the most paid parental leave weeks?

2	<u>Top 10 Companies offering max. Paid Leaves</u>	
3	Sum of Sum of PAID Parental Leave	
4	Company	Total
5	Grant Thornton	102
6	LAC-Group	67.5
7	Flatiron Health	60
8	World Vision	52
9	Washburn Center For Children	52
10	Veritas Law	52
11	Salesforce	52
12	WorkJam	52
13	Scentsy	52
14	University of British Columbia	52
15	Spokane County	52



2. Is maternity leave typically longer than paternity leave?

Sum of Maternity leave	27369
Sum of Paternity leave	2614
Total Leave	29983

% of Maternity leave=	91%
% of Paternity leave=	9%

% of paid Maternity leave	64%
% of unpaid Maternity leave	36%

Sum of Paid Maternity Leave	17465.5
Sum of unpaid Maternity Leave	9903.5

Sum of Paid Paternity Leave	2119
Sum of unpaid Paternity Leave	495

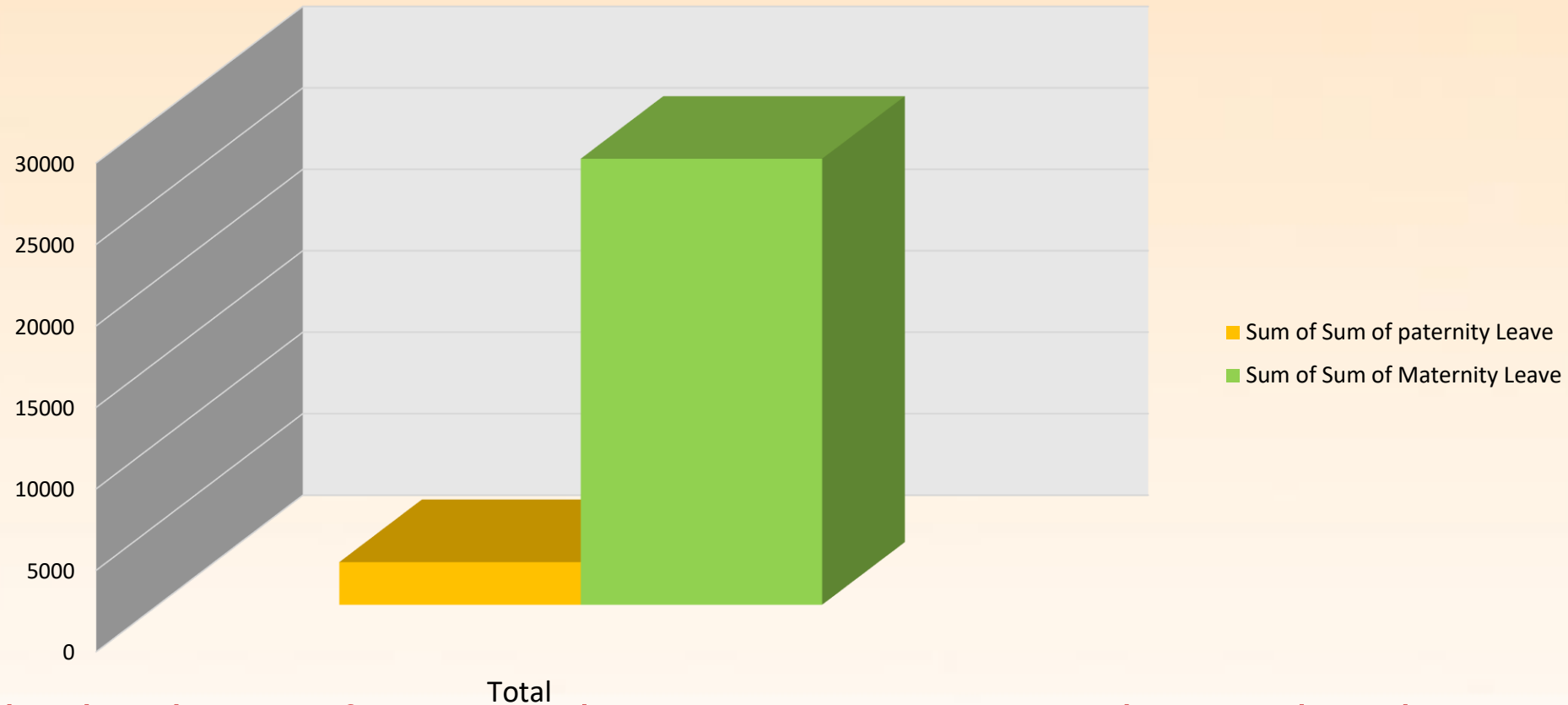
% of paid Paternity Leave	81%
% of unpaid Paternity Leave	19%

Count of Maternity Leave= 1503
Count of Paternity Leave= 98

Hence, Maternity leave is typically longer than paternity leave.



3. What is the distribution of parental leave weeks offered?

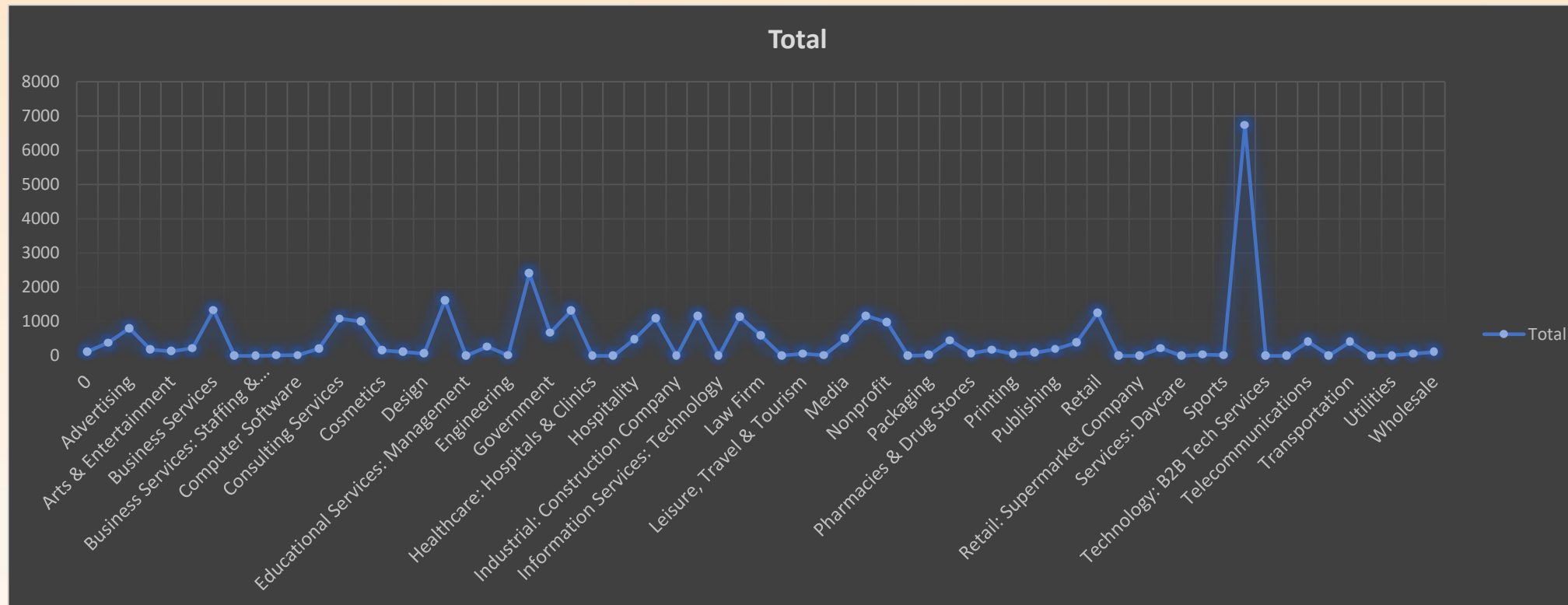


The distribution of maternity leave is more in various industries than the paternity leave.



4. Are there noticeable differences between industries?

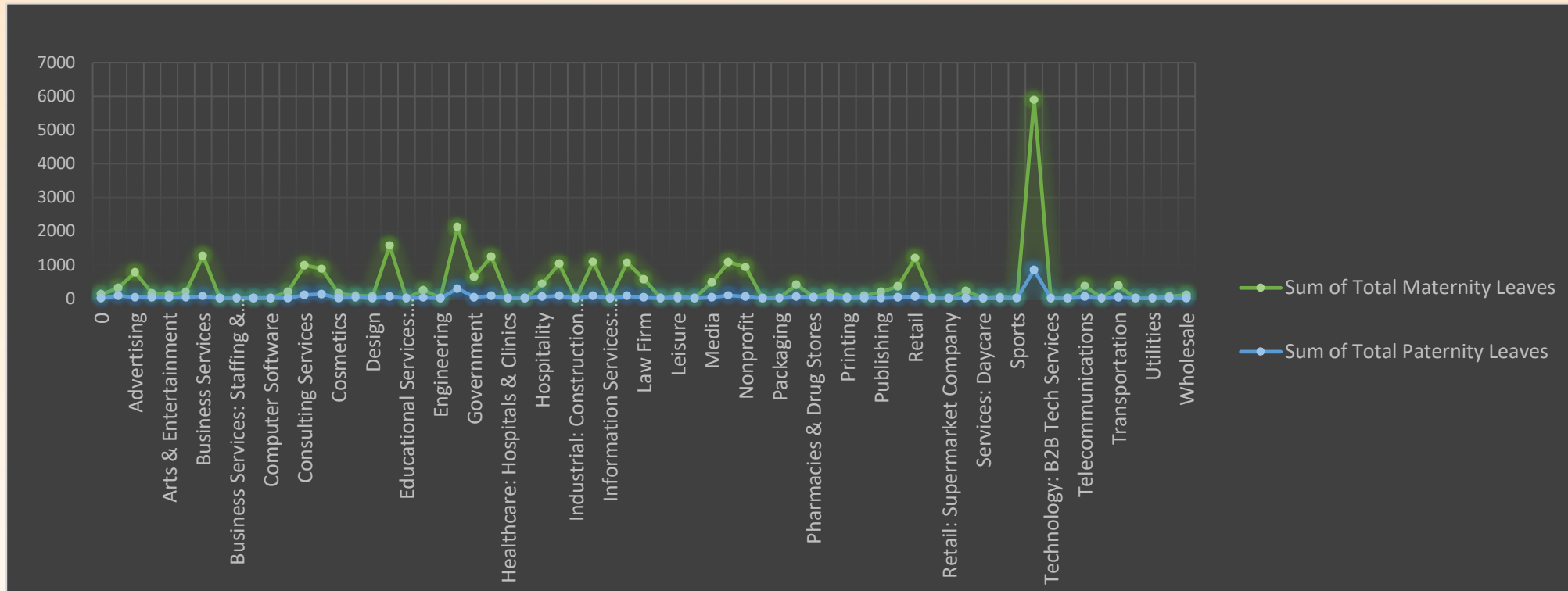
a) Top industry offering maximum number of leaves.



Here, we can see that the maximum number of leave is given by the Technology industry to its employees.



b) Number of Maternity & Paternity leaves offered by various industries.

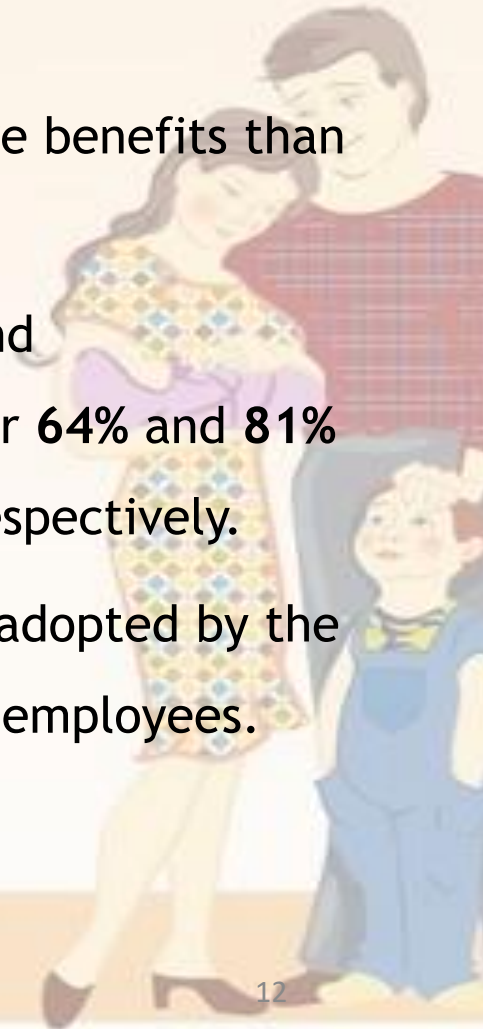


Women are offered more maternity leaves in Technology industry than the male parents.



Conclusion

- Out of 1601 companies from various industries maternity leave is about **91%** whereas paternity leave is **9%**.
- The **technology** sector followed by finance stands out in providing more parental leave benefits than any other industries.
- Among all the industries, there is a significant difference between the paid/unpaid and maternity/paternity leaves offered. The paid maternity & paternity leaves account for **64%** and **81%** respectively, indicating a huge disparity between the pay scale and the gender role respectively.
- The entire data analysis suggests that a wholesome and inclusive programs should be adopted by the organizations to promote better well-being and equitable work environment for their employees.



Thank you 😊

